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PHOENIX BUSINESS JOURNAL: MEDICAL MARIJUANA LAW LEAVING EMPLOYERS DAZED AND CONFUSED

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Shayna Balch was a guest blogger for the *Phoenix Business Journal*. She submitted an article on how the new medical marijuana law is leaving employers dazed and confused.

It's no secret that the use of marijuana, for both medical and recreational use, is becoming more accepted by state governments throughout the U.S., Shayna wrote.

With that acceptance comes a number of legal quagmires for employers; questions like:

- "How do I safely employ someone who is legally entitled under state law to use marijuana for medical purposes?"
- "How should a supervisor respond if an employee has work performance problems that may be tied to lawful marijuana use?"

These are now real life issues that all employers need to consider.

The expanding acceptance of marijuana use, especially in the realm of medical marijuana, creates a whole new set of problems for employers. Specifically, Arizona's medical marijuana law protects employees with doctor-prescribed medical marijuana cards from negative employment decisions, Shayna explained.

She believes employers should consider implementing an action plan.

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